

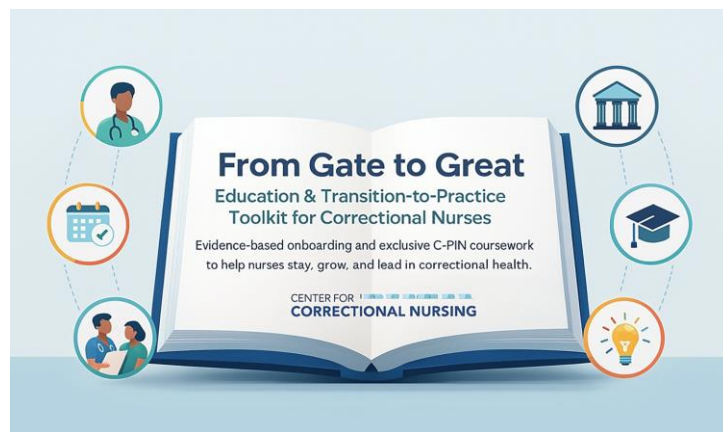


Center for Correctional Nursing

# From Gate to Great

## Education & Transition-to-Practice (TTP) for Correctional Nurses

- Evidence-led • Practice-ready • People-first
- Workforce Onboarding & Retention



Recruit and retain nurses with evidence-based onboarding and exclusive Correctional Professional Identity in Nursing coursework to help nurses stay, grow, and lead in correctional health.

With this toolkit, you'll learn how C4CN's Education & Transition-to-Practice (TTP) approach—powered by our exclusive Correctional Professional Identity in Nursing (C-PIN) coursework moves you to a structured, specialty-specific pathway that eases onboarding and supports retention- without having to build it all from scratch.

In correctional health, the first months matter. Nurses are deciding: “Can I do this—do I want to stay?” This toolkit offers a guided look at how—helps nurses answer “yes.”

### What You'll Take Away

- Why generic hospital-based orientation models falls short in custody.
- The core building blocks of a correctional-specific Education & TTP pathway.
- Where C-PIN fits into onboarding, residency, and preceptor work.
- A phased roadmap from “just inside the gate” to confident, independent practice.
- Clear next steps to explore a tailored partnership with C4CN.



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## **What This Toolkit Is & Who It's For**

This toolkit is designed for correctional nurse leaders, vendors, and state agencies who want to ease onboarding, stabilize the workforce, and build a stronger professional identity for nurses working in jails, prisons, and juvenile facilities. It gives you a high-level roadmap to what's possible when you align Education & Transition-to-Practice (TTP) with Correctional Professional Identity in Nursing (C-PIN), our exclusive, evidence-based coursework available only through C4CN with your existing clinical agency strengths.

### **This Toolkit Is for You If...**

- You oversee nurse onboarding, retention or professional development in one or more secure facilities.
- You manage or contract with a healthcare vendor and need consistent preparation across sites.
- You are seeing early turnover, inconsistent practice, or “sink or swim” orientation.
- You want a partner who understands correctional nursing as a specialty- not an afterthought.

### **Why Education, TTP, and C-PIN Matter**

New correctional nurses step into locked environments, complex security expectations, and patients whose needs look very different from traditional acute care. Without a structured, specialty-informed TTP pathway, even the most committed nurse can feel overwhelmed, unsafe, or disconnected from their professional identity.

C4CN's Education & TTP offerings are built for correctional nursing from day one. At their core is C-PIN—Correctional Professional Identity in Nursing—our exclusive, evidence-based coursework that helps nurses name, claim, and grow a strong professional nursing identity aligned with a custody setting. By integrating C-PIN before, throughout onboarding and during the first year of practice, you support not just competence, but commitment and retention.

## **The Building Blocks of Education & TTP at C4CN**

C4CN organizes Education & Transition-to-Practice into an integrated set of offerings that can be delivered virtually or embedded in your local systems. Below are the high-level components we use to support your nurses—without revealing every tool, case, or framework behind them.

### **1. Specialty-Focused Onboarding & Orientation**

- Clarifies the role and scope of the correctional nurse.
- Emphasizes security-informed safety and collaboration with custody.
- Frames core clinical expectations across chronic care, acute situations, mental health, and substance use.
- Provides a structured roadmap for the first weeks, balancing exposure, supervision, and



reflection.

- Introduces early C-PIN touchpoints that help nurses connect their values and strengths to the realities of correctional practice.

## **2. Residency / Transition-to-Practice (TTP) Pathway**

- Guides nurses through their first 6–12 months with staged learning milestones.
- Offers guided reflection and debriefing on ethically complex encounters and challenging cases.
- Embeds C-PIN modules to reinforce professional identity, ethical practice, and healthy boundaries.
- Links nurse progress to indicators you already track—such as early turnover, incident patterns, or time-to-independent practice.

## **3. Preceptor Development for Correctional Settings**

- Prepares experienced nurses to teach and coach in a security-sensitive environment.
- Builds skills for clear, actionable feedback that protects both learning and safety.
- Encourages preceptors to model C-PIN concepts in everyday language and behavior.
- Supports preceptor well-being so they can sustain their role over time.

## **4. Nurse Professional Development (NPD) Practitioner Track**

- Helps you grow internal correctional nurse educators who are fluent in both TTP and C-PIN.
- Aligns education with accreditation, regulatory, and standards expectations.
- Uses your own data to tune content and support, so the work is context-specific.
- Builds long-term capacity instead of one-time dependence on external programs.

## **5. Flexible Delivery: Simulation, Microlearning, & Virtual Support**

- Uses scenario-based learning and simulation tuned to real correctional workflows.
- Offers microlearning bursts that can fit into huddles, short protected time, or on-demand access.
- Provides virtual options to reach multi-site or multi-state systems with consistent content.
- Reinforces C-PIN concepts across formats, so nurses hear a consistent message about who they are as correctional nurses.

## **From Gate to Great: A Phased Growth Pathway**

C4CN's Education & TTP approach is built around a simple but powerful idea: nurses move through predictable stages as they enter and grow in correctional practice. C-PIN accompanies them at each step.



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### **Phase 1 – Gate: Just Inside the Door (0–90 Days)**

- Clear, structured onboarding focused on safety, security, and role expectations.
- High-touch preceptor support and focused skill practice.
- Introductory C-PIN reflections to explore “Who am I as a correctional nurse?”

### **Phase 2 – Grow: Building Confidence (3–9 Months)**

- Residency/TTP milestones mapped to real responsibilities and increasing complexity.
- Regular debriefs on challenging encounters, incidents, and moral distress.
- C-PIN modules that deepen understanding of professional identity, ethics, and collaboration with custody.

### **Phase 3 – Great: Practicing with Purpose (9–12+ Months)**

- Increasing independence, with clear standards and consistent feedback.
- Opportunities to step into preceptor, champion, or NPD-in-training roles.
- Continued integration of C-PIN to reinforce meaning, professionalism, and long-term do not need to overhaul everything at once. Start with a few high-impact moves and build from there:
- Map your current onboarding and first-year experience. Identify where nurses feel clear and where they feel alone or uncertain.
- Identify your natural preceptors and informal leaders. Consider how targeted development could support them.
- Add one early professional identity touchpoint, such as a short reflection or huddle conversation on what it means to be a correctional nurse.
- Clarify your retention priorities: early turnover, time-to-independence, incident patterns, or something else.

### **Partnering with C4CN**

C4CN partners with correctional healthcare leaders, vendors, and state agencies to design and deliver Education & TTP systems powered by C-PIN. Together, we create a pathway that supports nurses from their first day at the gate to confident, purpose-driven practice.

As a partner, you can expect:

- Discovery and alignment conversations to understand your population, facilities, contracts, and pain points.
- A tailored blend of onboarding redesign, TTP pathway, C-PIN coursework, preceptor development, and NPD support.
- Practical implementation guidance that fits your staffing patterns and scheduling realities.
- Ongoing review of key indicators so we can refine content and support together.

Ready to explore what this could look like in your system?

Visit [center4correctionalnurseedu.org](http://center4correctionalnurseedu.org) and connect through the Education & TTP section to schedule a discovery call.